

Managing Change

ESPYR
IMAGINE. ACHIEVE. CONQUER.

EPA – LAS VEGAS

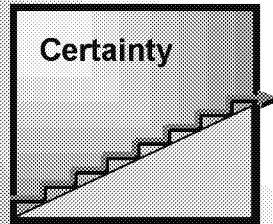
Managing Change

- Introduction
- Understanding Change
- Change Management Phases
- Change Management Strategies
- Managing Change Summary

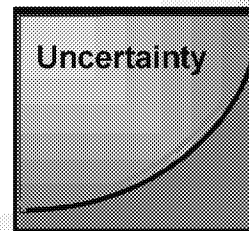
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The Changing Nature of Change

Then...

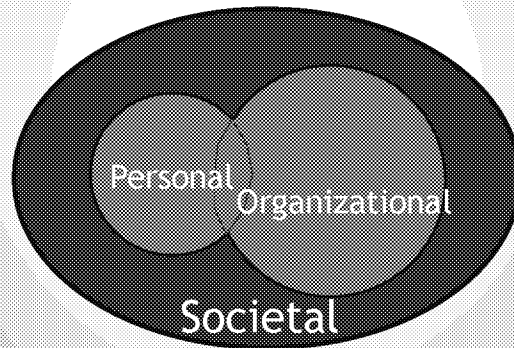


Now...



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Types of Change



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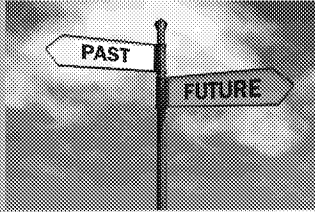
Inevitability of Change

- Pace of change is accelerating
- Only two outcomes:
 - Change Master
 - Change Victim



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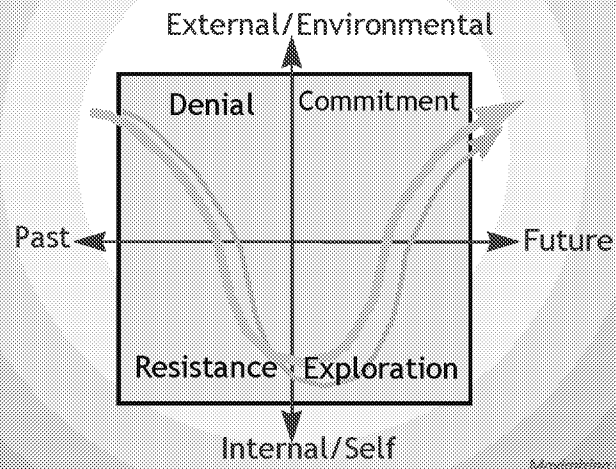
Remembering Change



- What did you think?
- What did you feel?
- What did you do?
- What did you learn?
 - Non-productive change behaviors
 - Productive change behaviors

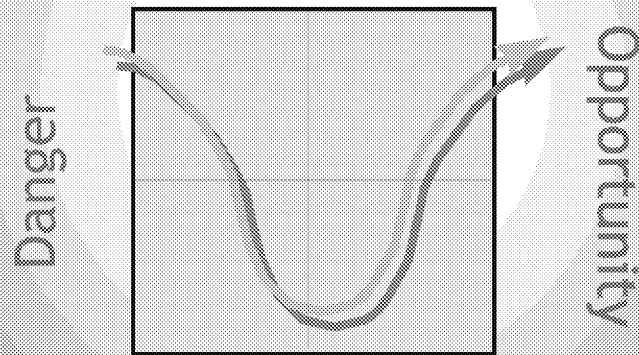
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The Transition Curve



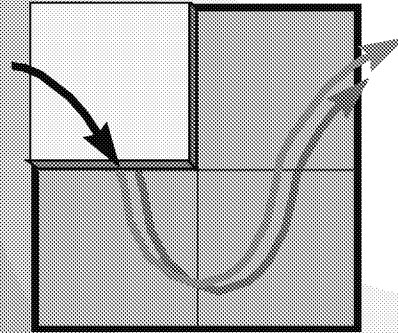
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Change = Danger + Opportunity



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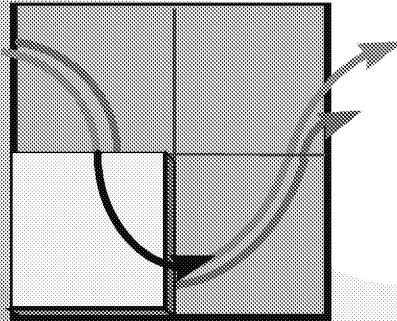
Change Phases – Phase 1: Denial



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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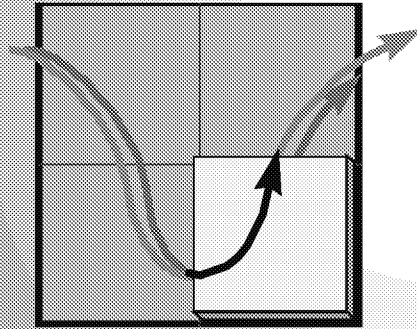
Change Phases – Phase 2: Resistance



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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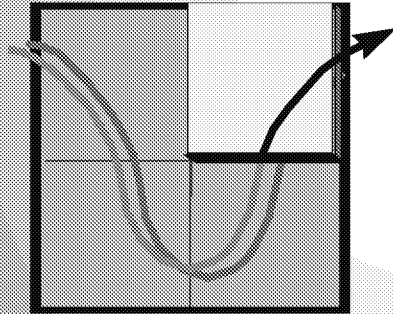
Change Phases – Phase 3: Exploration



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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Change Phases – Phase 4: Commitment



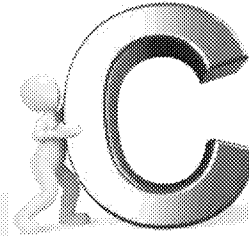
- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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Change Management Strategies

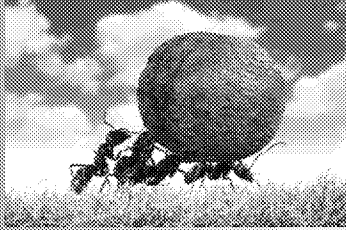
The Four C's:

- Commitment
- Challenge
- Connection
- Control



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Commitment



- Accept the need to change
- Understand the change direction
- Commit to growth and success

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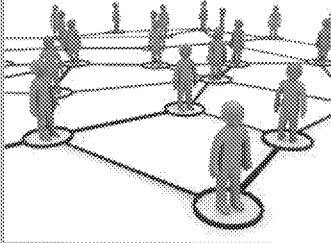
Challenge

- Take responsibility
- Experiment
- Substitute challenging beliefs
- Rehearse positive imagery



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Connection



- People as a resource
- Reaching out to others
- Creating a support network

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Becoming a Change Master

	Can Control	Take Control	Cannot Control
Action	Mastery		Wheel Spinning
Risk Zone			
No Action	Giving Up		Letting Go

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Summary

- Commit to the change
- Challenge attitudes & beliefs
- Connect with others
- Take control

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How to Contact ESPYR



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(800) 869-0276

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